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THE CHANGING PATTERNS OF WORK & LEISURE

Government Publications

An Information Bulletin

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CHANGE ...

Change is pervasive throughout our society as we move from an industrial age to a post industrial age. The forces of change are economic, political, social and demographic. They are indicative of a fundamental restructuring of our society.

CHANGE ...

For some people, change is exciting, positive and a challenge. For others, the economic and social impacts are devastating.

CHANGE ...

We must be aware of and try to understand the changes which are occurring. Only then can we intervene and direct change to make it positive and beneficial for all those affected.

Community workers and leaders must take the opportunity to reflect upon the role which they have in this rapidly changing society. Alvin Toffler (1983) suggests that our "social institutions are dangerously inappropriate to the needs of our age and citizenry". Individuals and communities must ensure that their services are appropriate to the needs of people in their community. They must understand how to adapt those services which are no longer relevant.

The Provincial Community Recreation Policy Statement approved by the Ontario Government in February 1987, provides direction for the recreation profession and local governments to adapt to considerable and rapid social change. It encourages municipalities to assume "a role of co-ordinator, enabler and, as direct programmer only as a last resort, when other agencies in the community are unable to respond to identified needs."

This community development approach focuses on enhancing the community's capacity to meet recreational needs and interests through increased community organization and integration. Information exchange, co-operation, and joint planning between service providers is encouraged and broad citizen participation in the provision of recreational opportunities is key.

Municipalities should be the catalysts which promote the use of existing recreational opportunities and which create new opportunities to enable people to live to their fullest potential.



Ministry of
Tourism
and
Recreation

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Because lifestyles are diverse, recreation needs and interests differ, as will the approach taken to encourage people to respond to these needs. The challenge to the recreation profession is to determine which approach is appropriate, in order to assist all groups in the community to meet their needs while balancing the many competing and conflicting interests that may evolve.

This information bulletin outlines the approaches taken by some individuals and communities in responding to the needs of those facing changes in their work patterns. Key individuals also share concerns about the recreation sector and its response to changing patterns of work and leisure.

The bulletin is intended to encourage practitioners to consider whether their approach to service provision is relevant in today's society. Details regarding resources which are available to assist people in exploring some of the issues related to changing patterns of work and leisure are provided.

As a recreation practitioner for over 40 years, I have observed the growth of recreation in our constantly changing society. Over those years we can count many successes. In every community, staff have been appointed, leaders have been trained, programs have been developed and facilities have been built. Over that period of time we have done a reasonable job in educating participants on the importance and values of recreation; the fun, enjoyment, satisfaction and self-fulfillment that comes from that participation. We have not, however, done an equally commendable job in educating those we do not reach with our programs, many of whom need this awareness most. As

leisure increases, as it most certainly will for most people in the years ahead, we must now address this issue head on. We must substitute direction for drift and ensure that awareness programs are geared to those who need them most – those with increasing discretionary time. We must develop the skills, knowledge and attitudes about leisure which will encourage greater participation by all and which will result in the attendant benefits to the individual, the family and the community.

Robert E. Secord
Assistant Deputy Minister
Ministry of Tourism and Recreation

RECOGNIZE THESE PEOPLE?

Twenty-five years ago, Shirley would have been considered a typical user of recreation services in Niagara Falls. A married home-maker, with three children, she and her family took advantage of swim programs, hockey leagues and gymnastics programs. Today, divorced and attempting to re-enter the work force, she joins a growing percentage of the population who have been affected by societal change and the changing patterns of work and leisure.

Today's leisure services must also consider such diverse clients as:

- Jack, age 53, unexpectedly laid off after twenty-seven years of employment.
- Karen, age 35, restless and dissatisfied with her part-time position as a real estate sales representative.
- David, age 26, assembly-line shiftworker, forced into daytime inactivity.

Now, more than ever, municipal recreation service providers must be diverse and flexible to be able to deal with society's new attitudes and demands. The Community Development Approach, utilized within the City of Niagara Falls, appears to be a viable alternative to the traditional provision of direct programs.

Community development is a philosophy which stems from the belief that every person benefits from the pursuit of individual and collective recreational interests. It is believed that when there is a greater opportunity for involvement, there will be a greater impact on an individual's overall quality of life. This has led to an approach which emphasizes citizen involvement in planning and directing their own leisure pursuits.

As a result, the Niagara Falls Department of Parks and Recreation does not provide the traditional direct programs. Instead, staff offers support and varying services to over 250 community groups, committees and agencies involved in providing leisure services. Staff support and services will vary depending upon the overall health of the

group and its present stage of development. This continuum of support and services may require varying levels of staff time and energy. For example, a group in its initial stages may require substantial help to lay a strong foundation. Services might include assistance in developing a constitution and by-laws as well as strategies for recruiting members and developing effective public relations. At the other end of the continuum, a strong and healthy group may only require service in the form of information. For example, information regarding leadership training opportunities and available grants may be needed.

Additional services provided by the City could, if required, include free use of school gyms, playing fields or meeting rooms, total reimbursement of fees paid for leadership training development opportunities (e.g. coaching clinics or workshops pertinent to the group), free copying (e.g. brochures, registration forms), staff consultative services on a wide range of subjects or, in some cases, outright grants. Support and services are all aimed at providing citizens with greater opportunities to recognize and strengthen individual abilities and develop new social and administrative skills. As a result, our Department is perceived as a facilitator, encouraging and enhancing co-operation, co-ordination and community involvement, not as a competitor providing leisure services.

So . . . how did this community development approach benefit Shirley, Jack, Karen, and David?

- Shirley began as a volunteer with the local Special Olympics Committee. This volunteer service was a contributing factor in her being able to secure a job as an Assistant Program Director on a federal grant at the local Y.W.C.A. Shirley has since returned to college and is pursuing a career in Gerontology services, an interest she had not previously considered.
- Jack, reeling from the shock of unemployment after twenty-seven years with the same employer, fought debilitating depression until he made a decision to focus his energy and to increase his involvement with his son's minor hockey team. Serving as the league's president, he has used his time and management experience to make some exciting and innovative changes within the league. Jack has maintained his self-esteem and confidence. He combines job hunting with self-development rather than brooding about his misfortune.
- Karen is still making a good part-time income selling real estate. However, she made a conscious decision to get involved in a more rewarding volunteer activity. Having worked as a playground activity leader in her teens, she was drawn toward the Playground Advisory Committee. This committee manages the staff and budget for the summer travelling playground pro-

We are succeeding magnificently at putting ourselves out of work. We are racing at electronic speed – towards the "leisure society" we have craved for the last 2000 years.

Still, most of us remain wedded to a work-oriented society. This thinking permeates our institutions. It conditions the way we govern ourselves.

Yet extensive psychographic research shows that the five major status symbols from now until the beginning of the next century, will be, in order: self-directed free time, unity of work and play, recognition as a creative person,

rewards that are non-monetary, and social commitment.

These status symbols are a product of the Leisure Society which is already upon us. Clearly, many managerial systems and incentives are out of sync with these changing values and attitudes. The challenge to our governments, to the private sector, to labour, to educators and the Canadian society at large is to embrace the leisure society before it engulfs them.

Frank Feather
Global Management Bureau

gram. Her involvement with the playground program led to her appointment by City Council to the Recreation Commission of Niagara Falls. Karen has contributed to her community in a very positive way. The results? Increased personal satisfaction, confidence and a raised community profile.

- David and several of his hockey teammates from younger years decided to approach the Recreation Department regarding the possibility of daytime ice hours. Further discussion led to a meeting with the Parks and Recreation staff and other interested parties. The end result was the establishment of a Shiftworkers Hockey League, ten teams organized and directed by a volunteer committee. David now plays

daytime hockey as a result of his proactive approach in pursuing his chosen leisure activity.

The Community Development Approach provides the citizens of Niagara Falls with opportunities to plan and direct their leisure activities. Staff have the satisfaction of knowing that they are working to meet authenticated needs which have been identified by members of their community.

Brenda Mowat
Recreation Program Co-ordinator
Parks and Recreation Department
City of Niagara Falls.

Concepts! – The bane of my life... the continually frustrated search for firm bricks of clear, unequivocal knowledge upon which to build our house of theory. Leisure, work, recreation, play – can we really distinguish one from the other without equivocation? Each is unclear in its denotation and impossibly blurred by value laden connotations. Unfortunately, most of the values associated with all these terms are more representative of the Industrial Age than they are of the Post Industrial Age. Perhaps the time has come when we should cease to speak of leisure, work, recrea-

tion, and play. Would not the term "meaningful activity" prove more functional and more amenable to clear conceptualization in the society of today and tomorrow? That is – activity that is meaningful to the individual and meaningful to society. In fact, would not this step in and of itself be more meaningful to society if not for the profession of recreation? Communication is our fundamental problem.

Dr. John Farina
Professor Emeritus

UNEMPLOYMENT: A COMMUNITY TAKES ACTION

The community of Sault Ste. Marie was introduced to one of the major issues relating to changing patterns of work and leisure in 1982. The issue was extensive unemployment. Algoma Steel, the major employer in the city, had mass layoffs of 6,200 steelworkers and the multiplier effect of these layoffs almost doubled the number of jobs lost in this city of 80,000. Although the economy has stabilized somewhat, the number of unemployed people in the community is still significant.

The extent of the unemployment problem has created some difficulties for the recreation service system in the Sault.

The City's Community Services Department has operated on a community development model for a number of years. The involvement of the Department in direct programming is limited and only two community centres are operated by the municipality, with usage restricted to senior citizens. The City's approach to recreation service provision has been used as a model for communities across the province.

Since 1982, the recreation service system in the Sault has struggled to develop an effective community approach to meeting the leisure needs of the unemployed. Efforts at addressing the unemployment problem are outlined below.

From 1982 to 1984, the recreation, social and education agencies in the community attempted to deal with the unemployment problem. Seminars, workshops, and discussions were held within and between agencies to examine the problem and to try to develop an effective response. Constrained resources and the difficulties of targeting the needs of the unemployed population were identified as key barriers.

In 1985, a study was undertaken by a research team from the University of Guelph to assist the community in determining how the leisure service delivery system could respond to the situation. A number of recommendations were made.

Based on recommendations from the study, a committee on "Forced Leisure" was formed in 1986. This committee consists of social and recreation organizations and is intended to provide direction for initiatives aimed at meeting the needs of the unemployed.

In 1987, the community hired a full-time co-ordinator on a one year contract and summer support staff to address the problem. This was done with financial assistance from the Ministry of Tourism and Recreation.

Hiring staff to focus on the unemployment situation has allowed the community to further investigate the needs of the unemployed, as well as to organize key agencies in the community to take action. A Recreation Committee has been formed which consists of the major recreation service providers in the Sault. This committee is intended to foster communication links and co-operative relationships among organizations in the system. This is only one of a number of initiatives intended to improve the services in the Sault and to increase its capacity to respond to the needs of their unemployed population. Other initiatives consist of achieving effective interaction between organizations and the target group.

The community has learned a great deal in its efforts at dealing with the unemployment crisis. Three key lessons are apparent.

- The community has learned the necessity of developing a recreation system which can react quickly to a crisis situation, as well as a system that can incorporate the trends of today and those of the future. This is a long and involved process that can not be built and developed overnight.
- A responsive recreation system is based upon effective communication. Effective communication links between the public or target group and service providers, recreation service providers, human service providers and between different levels of government are essential. Information exchange is the foundation upon which co-operation and joint planning is built.
- Special needs populations such as the unemployed require increased support from the recreation system to assist them in meeting their needs. A recreation service system must actively encourage and enable the unemployed to pursue leisure activities while recognizing that unemployed people are not a homogenous group and needs that differ greatly among subgroups.

Terri Atkins
Forced Leisure Project Coordinator
Community Services Department
City of Sault Ste. Marie.

RECREATION AND THE UNEMPLOYED: A COMMUNITY MODEL FOR ACTION

The difficulties experienced by the community recreation system in Sault Ste. Marie in responding to the needs of its unemployed population encouraged a research team from the University of Guelph to explore the issue further. A research project was undertaken to develop a community model for action to improve leisure service provision to accommodate the needs of unemployed people. The model is intended to provide a basic process for communities experiencing an unemployment problem to follow, yet be sufficiently flexible so that the uniqueness of any community could ultimately shape its application.

A brief explanation of the model and the mechanism for its implementation is provided below.

Mechanism for Implementing the Model:

The process for dealing with the issue of unemployment and leisure must be initiated by an individual, a group, or an organization based within or outside the community. The body which recognizes the issue as it relates to the community and initiates a reaction to it assumes the role of catalyst. Possible catalysts include the municipal recreation director, a social service provider, a consultant from the Ministry of Tourism and Recreation, a member of the target group, or a concerned citizen.

The Task Force is the mechanism by which the process for dealing with the issue in the community is undertaken. The task force is responsible for carrying out the assessment and may, depending on the information acquired, carry out the planning and implementation phases. In addition, the task force will be responsible for defining the issue in relationship to their community. The task force then attempts to mobilize the community to deal with the problem over the long-term.

The Process Model

The process model is composed of three major phases: an assessment phase, a planning phase and an implementation phase. Each of these

The issue that concerns me most with respect to the consequences of changing patterns of work and leisure is that those who need the benefits of recreation most will be increasingly excluded from them. How do we prevent the much heralded "leisure mass" from reverting to the "leisure class" of days gone by.

I feel this way because we are, in my view, witnessing a shift from recreation as a social concern to recreation as an economic resource. A good example of this shift is the growing tendency of governments to adopt "pay as you go"

policies; other examples are the emphasis on tourism (with exciting tours), the newly created link between tourism and recreation, the rapidly growing leisure industry, marketing products that are becoming increasingly sophisticated, exclusive and expensive, the creation of a Disney type amusement parks and the construction of comprehensive shopping malls. All this makes me fear that recreation is increasingly becoming an upper middle class phenomenon.

Cor Westland
World Recreation and Leisure Association

phases is, in turn, composed of four essential components: community profile, community awareness, community organization and target group needs assessment.

Assessment Phase:

This phase involves studying the community to understand the nature of unemployment and leisure services, as well as the capacity of the community for dealing with the issue. Many sources of information may be used to acquire the solid information base which will facilitate the community's effective response to the situation.

To develop a community profile, data is collected concerning the demographics of the target group and the state of the local economy. Data is compiled over a period of several years to demonstrate the changes which are taking place in the community. The information generated will provide crucial information about the community and the extent of unemployment. This information forms the base for further investigation of community needs. Some projections of the future economic prospects of the community should also be developed.

Information regarding the community support system available to the target group is gathered in order to develop an understanding of the community organization. This involves determining what services are available and through whom. Policies, programs, and resources which impact on the target group are examined. The current extent of co-operation and co-ordination between organizations in the support system should also be examined. This information provides a basic framework for understanding the community's capacity to cope with the problem. Depending on the methods used for gathering information, it can also serve to increase the community's awareness.

It is important for the task force to gain an indication of the general awareness of the community and attitudes toward the issue of leisure and unemployed people. Community groups which should be assessed include the target group, politicians, leisure organiza-

tions, other human service providers, educators and the general public. The involvement of the target group in the needs assessment and the support of the community groups for subsequent action arising from the assessment is directly dependent on the level of community awareness, understanding and acceptance of the problem. The assessment of community awareness is closely linked to raising this awareness and can occur simultaneously.

The target group needs assessment involves discerning the leisure requirements of the target group in the community. The assessment focuses on understanding the needs which people are striving to meet in a leisure environment that were once satisfied through work. The needs, barriers to meeting those needs and possible approaches for addressing both should be identified by the target group. The success of this assessment depends on identifying the social and psychological needs of the target group as opposed to the activity oriented needs assessment most commonly conducted by recreation professionals.

The individuals or target groups for assessment are determined through information gathered in other areas of the assessment.

Planning Phase:

The information acquired through the assessment phase forms the basis upon which a strategic plan for action is developed. The focus of the planning phase is on developing strategies to meet the needs identified by the target group. Appropriate solutions to meet these needs are discussed and related to the community's capacity to implement these solutions. The strategic plans are developed according to the tasks which are to be performed, by whom, when and with what resources and procedures. Information derived from the preceding assessment of the community's organization will be useful in this phase.

Along with plans to meet the needs of the target population, plans for action which address the community's aware-

ness and support for improving services to the unemployed may also be necessary.

The information gathered in the community assessment should be continually updated. Therefore, plans to monitor changes which may be occurring in the community should be made.

Implementation Phase:

The implementation phase is the action part of the process model. Because each community is unique the implementation phase may vary substantially. Ideas can be shared regarding specific implementation strategies, however, direct transfer of ideas between communities would not be appropriate.

The model process does not proceed neatly from one phase to the other. It may be necessary to engage in various phases simultaneously in order to complete the process. This also holds true for actions within each phase. Different components are dependent on other components and action may be focused on one such component prior to proceeding within a phase.

In order to ensure that the process is effective, progress should be continually examined and reassessed. Reassessment makes efforts to ensure that the task force remains focused and deals effectively with the issue. The continual assessment can involve an examination of progress with specific components or phases and the effectiveness of the task force. It serves in a monitoring and evaluation role throughout the process.

Recreation practitioners will be invited to join Dr. Reid in exploring the model in various workshops to be held across the province in 1988.

Dr. Don Reid
University School of Rural
Planning and Development
University of Guelph

THE COMMITTEE ON "THE CHANGING PATTERNS OF WORK AND LEISURE"

The Committee is composed of people who are concerned about meeting the changing needs in our society resulting from increases in leisure time.

The Committee is dedicated to "developing greater awareness and understanding of the issues and opportunities brought about by the changing patterns of work and leisure".

The Committee is focused on raising the awareness of the following target groups: recreation professionals, educators, other human service providers, politicians, and the general public.

To achieve its purpose, the Committee has been and is currently involved in a number of initiatives, outlined below.

Networking

The Committee has made contact with a variety of regional, provincial, national, and international organizations which are involved in the field of recreation and leisure in order to promote awareness and understanding of the issue of the changing patterns of work and leisure. The committee is advocating that other organizations make this their issue and share relevant information and resources amongst their memberships.

Presentations were made at the Society of Directors of Municipal Recreation in Ontario (SDMRO), and the Canadian Parks and Recreation Association (CPRA) conferences in 1987 to promote the Committee's message. An article was also published in the July 1987 issue of *Recreation Canada*. Presentations will also be made at the annual Ontario Municipal Recreation Association (OMRA) and World Recreation and Leisure Association (WRLA) conferences in 1988.

The Committee is also linking with other human service providers as well as politicians at all levels of government to increase awareness of this

A number of years ago I noticed that the services available to the general public were being very much standardized leaving little flexibility for the needs of special groups. As a recreation practitioner I believe it is very important that the service providers be sensitive to the many changes taking place in their community. Individuals and groups need services that address specific needs and we, as the providers of that service, must become aware of those needs. It is essential that service providers maintain close links to the clientele that they serve.

The Committee on the "Changing Patterns of Work and Leisure" is attempting to raise the awareness of the many changes taking place in our society. By sensitizing people to the changes they will be better prepared to identify and respond to the needs in

their communities. Response to the Committee's work has been very positive. Many people are now becoming interested in the issues and in developing suitable approaches to meeting needs.

As time progresses, the Committee will change its focus to address new issues and needs that have been identified. Flexibility and information exchange are the key ingredients of the Committee's work. The Committee will continue to provide direction to efforts at addressing the issues related to the changing patterns of work and leisure.

Dave Clark,
Committee Chairman
Changing Patterns of
Work & Leisure

issue. A presentation was made at the 1987 conference of the Association of Municipalities of Ontario (AMO). The Board of Education in York Region has also been addressed. Contact has been made with the Canadian Mental Health Association.

It is expected that new linkages will be fostered as the Committee's work progresses.

Resource Development

Resources are being developed to assist the Committee and others in increasing awareness and understanding of issues and opportunities associated with non-traditional work patterns. Resources which have been developed to date include: the audio visual presentation and discussion guide, "Your Leisure, Your Future, Your Life"; an annotated bibliography of literature relating to the changing patterns of work and leisure; a theatre educational tool; and an information bulletin.

Training and Development Opportunities

The Ontario Ministry of Tourism and Recreation and the Committee jointly provide a number of training and development opportunities for recreationists to explore the issue of the changing patterns of work and leisure and its relation to their communities.

Workshops were held across the province in 1987. The purpose of the workshops was threefold:

- to orient recreationists to the general issues on the changing patterns of work and leisure,
- to present the results of the Sault Ste. Marie study which examined how the leisure service delivery system in the city could respond to the needs of unemployed residents,
- to orient recreationists to Committee activities.

A second set of workshops will be conducted in 1988 to explore the Community Model for Action for service provision to unemployed people outlined

earlier in the bulletin. The workshops will provide participants with the opportunity to discuss strategies for using this model in their communities.

The committee originated as a Recreation Task Force from the Society of Directors of Municipal Recreation in Ontario and the Ontario Ministry of Tourism and Recreation in 1985 to focus on the issue of "Forced Leisure". It has expanded over the last few years to include recreation professionals from across the province.

The Committee is structured into three subcommittees focusing on: training and development, allied development and resource development. A reference group meets annually to provide input and guidance to the Committee on its initiatives. The Committee has a part-time staff person who is responsible for co-ordinating Committee initiatives.

Any individuals interested in participating in the Committee's initiatives are invited to contact the Coordinator at the Committee office.

Committee on the "Changing Patterns of Work and Leisure"

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EXPLORING THE ISSUE

A number of resources are available for individuals, groups and communities to explore ways to respond to changing patterns of work and leisure. Details regarding some of these resources and how to access them are provided.

"Your Leisure, Your Future, Your Life"

Your Leisure, Your Future, Your Life is a 17-minute video presentation, with discussion guide intended to raise awareness and understanding about the changing work and leisure patterns in our society resulting from technological advances.

Its purpose is to:

- draw attention to emerging issues and trends in work and leisure and how they affect people's lives;
- raise questions about these issues and point out the opportunities for increased leisure in the future;
- present various approaches which other communities have used to

adjust their services in response to these changes; and

– encourage individuals and communities to explore ways to respond to the changing patterns of work and leisure.

The video and guide are designed as a resource package for those in recreation, education and allied human services to interact with politicians, community leaders and the general public in order to help these audiences discuss the issues, develop strategies and, ideally, plan for action. Conferences, workshops, staff trainings and inter-agency meetings are forums in which the video and discussion guide can be used to raise awareness of the leisure's importance to quality of life.

The video presentation Your Leisure, Your Future, Your Life was produced by the Committee on the Changing Patterns of Work and Leisure with assistance from the Ministry of Tourism and Recreation. To receive this resource package, contact the Committee office.

A challenge to recreation practitioners will be to recognize and understand changing work and leisure trends in the community and to respond to emerging social/recreational needs. Creative non-traditional strategies for leisure services will be required. New resources and support systems are being made available to assist practitioners with examining unique roles and approaches to leisure services. As prac-

titioners address the changing patterns of work and leisure, they will undoubtedly identify needs for further resources. It is important that they express these needs to the Ministry of Tourism and Recreation.

Janis Hesleton
Recreation Consultant
Forced Leisure
Ministry of Tourism and Recreation

Data Base on the Changing Patterns of Work and Leisure

A data base on topics relating to changing patterns of work and leisure contains resource information in both written and audio-visual formats. There are articles from journals and magazines, textbooks, addresses by noted speakers, conference proceedings and video tapes (VHS). Over 300 pieces of information are contained in a SMART program.

All material has been clustered into nine topic categories:

A – Unemployment: This section deals with the contemporary unemployment situation. It examines those political, economic and social factors by way of causes and effects.

B – Economics: Since work has usually been associated with the accumulation and distribution of wealth, the subject of economics plays a major role in any discussion of enforced disposable time... namely unemployment. The McDonald Commission Study on the Economy is a major resource herein.

C – Work Patterns: In an effort to cope with the unemployment situation, varied patterns of work are emerging that could point to future trends reflecting some basic changes in attitudes towards the centrality of work.

D – Leisure Ethic: The reality of this post-industrial society is challenging us to re-examine the whole concept of leisure and especially its relationship to the traditional values associated with work.

E – Technology Impact: Any serious study of the nature and constancy of change must deal with the impact of science and technology.

F – Strategies: These resources describe creative projects and experiments that have been, or are in the process of being conducted to respond to

the changing patterns of work and leisure in specific communities.

G – Historical Statistics: Data is outlined covering a number of decades, with reference to many of the other categories.

H – Trends: An examination of trends in leisure and work can assist in planning and decision making for viable goals.

I – Education/Counselling: Many of these articles indicate what is being done and can be accomplished through constructive intervention in the lives of individuals and groups to enable them to cope with crisis arising out of rapid social change.

Audio Visual Aids: The Audio-Visual Aid resources are catalogued separately, but under the same categories as the printed material.

In order to obtain resource information of interest to you and your organization, you must outline your needs on a Database Request Form. These can be obtained from your local Ministry of Tourism and Recreation office or from the Recreation Branch. (see back cover for addresses).

Send your request form to the Recreation Branch, Ministry of Tourism and Recreation. A printout of pertinent abstracts will be mailed to you.

There is also a category on Job Search which contains some resources that may be useful to you.

Both within and outside of Ontario, there are some other Resource Centres and data bases which are available to the public. A fact sheet with information and contact numbers can be provided to you upon request.

The Ministry will welcome your inquiries.

The greatest challenge facing the recreation practitioner as he or she views the changing patterns of work and leisure is to alter the fundamental concept on which the practice is built. The change from the industrial concept of recreation, which constructed its role on the occupation and revitalization of the individual so work could be pursued with more vigor to the post-industrial concept that views recreation as a phenomenon which focuses on assisting people to gain self-actualization and socialization, is critical. Until we can jump this hurdle, we can not hope to be relevant.

Dr Donald G. Reid
University of Guelph

Children's Educational Play

A play is currently being developed by the Committee on the Changing Patterns of Work and Leisure with the assistance from Theatre Ontario and the Ministry of Tourism & Recreation.

This play is intended to:

- raise children's awareness of the value of leisure and the various leisure opportunities available to them; and
- raise awareness of people involved in the educational system around the need to educate for leisure.

The play is geared toward children in grades 3 to 6.

The development of the play will occur in two stages. The play will be piloted in the Boards of Education of Niagara South and Durham Region during Education Week in April 1988. Depending on the feedback received, the play will enter into the second stage. This would involve the play troupe taking the production on tour through Ontario for a

12-week period. Should the second stage occur, the Committee will solicit prospective communities to host the production.

Changing Patterns of Work and Leisure: An Information Bulletin

The information bulletin preceding this bulletin was produced in 1985. Together the two bulletins can give the practitioner some insights into how to approach the issue of changing patterns of work and leisure in their community.

The first bulletin outlines some of the broad issues relating to changing patterns of work and leisure and shares the experiences of some communities in responding to the leisure needs of people facing non-traditional work patterns. It provides practical examples that recreationists could consider implementing in their own community. Ideas presented in the bulletin range from alternative scheduling and financing practices to leisure counselling, community planning and development of appropriate services.

Both bulletins have been produced by the Ministry of Tourism and Recreation. To obtain copies, contact your local Ministry office.

Leisure Lifestyles

Leisure Lifestyles is a resource available to community agencies and organizations to assist them in educating for leisure.

The manual:

- introduces the value of leisure and discusses related issues and concerns that face our society;
- suggests how specific agencies might address education for leisure in their regular programs;
- contains a curriculum outline and suggestions for adapting it for special groups; and,
- offers theoretical bases, exercises and suggested procedures to follow when developing an "education for leisure" program.

Leisure Lifestyles is designed to be used by recreationists, teachers, social workers, religious leaders, volunteer leaders of community groups and others interested in promoting the value of meaningful leisure lifestyles and participation in constructive recreational activities.

Introductory orientation workshops will be held across the province in 1988.

This manual was produced by The Kitchener Parks and Recreation Department with the support of the Ontario Ministry of Tourism and Recreation. To obtain the Leisure Lifestyles manual, contact:

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Area Supervisor
Kitchener Parks and Recreation Department
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Kitchener, Ontario
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(519) 885-7286 .



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Ontario Ministry of Tourism and Recreation

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(519) 679-7156
1-800-265-4730

Windsor
250 Windsor Avenue, 6th Floor
Windsor, Ontario N9A 6V9
(519) 256-4919
1-800-265-1330

Kitchener
30 Duke St. W., 4th Floor
Kitchener, Ontario N2H 3W5
(519) 578-3600
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427-10th Street, 2nd Floor
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Huntsville
114 Main St. E.
Huntsville, Ontario P0A 1K0
(705) 789-4448
1-800-265-1330

Hamilton

119 King Street, 8th Floor
Hamilton, Ontario L8N 3Z9
(416) 521-7244

Eastern Region

Ottawa
10 Rideau St., 4th Floor
Ottawa, Ontario K1N 9J1
(613) 566-3725
1-800-267-9340

Kingston

1055 Princess Street, Ste. 304
Kingston, Ontario K7L 5T3
(613) 545-4350
1-800-267-0225

Peterborough

305 Stewart Street
Peterborough, Ontario K9J 3N2
(705) 748-3711
1-800-461-7629

Brockville

2211 Parkedale Avenue
Brockville, Ontario K6V 6B2
(613) 342-5522
1-800-267-8138

Northeast Region

Sudbury
199 Larch Street, 4th Floor
Sudbury, Ontario P3E 5P9
(705) 675-4346
1-800-461-4004

North Bay

147 McIntyre Street West, 2nd Floor
North Bay, Ontario P1B 2Y5
(705) 474-3821
1-800-461-9563

Sault Ste. Marie

390 Bay Street, 3rd Floor
Sault Ste. Marie, Ontario P6A 1X2
(705) 942-3751
1-800-461-2409

Timmins

22 Wilcox Street, 2nd Floor
Timmins, Ontario P4N 3K6
(705) 267-7117
Zenith 8-1610

Northwest Region

Thunder Bay
435 James St.
P.O. Box 5000
Thunder Bay, Ontario P7C 5G6
(807) 475-1325

Dryden
479 Government Rd.
P.O. Box 3000
Dryden, Ontario P8N 3B3
(807) 223-2271

Fort Frances
616 Mowat Avenue
Fort Frances, Ontario P9A 1Z3
(807) 274-3259

Kenora
808 Robertson St.
Kenora, Ontario P9N 3X9
(807) 468-6481

Toronto Program Branches

Recreation Branch
77 Bloor Street W.
Toronto, Ontario M7A 2R9
(416) 965-5665

Sports & Fitness Branch
77 Bloor Street W.
Toronto, Ontario M7A 2R9
(416) 965-4591



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